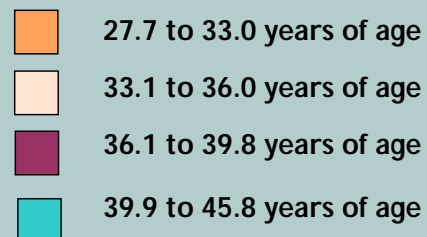
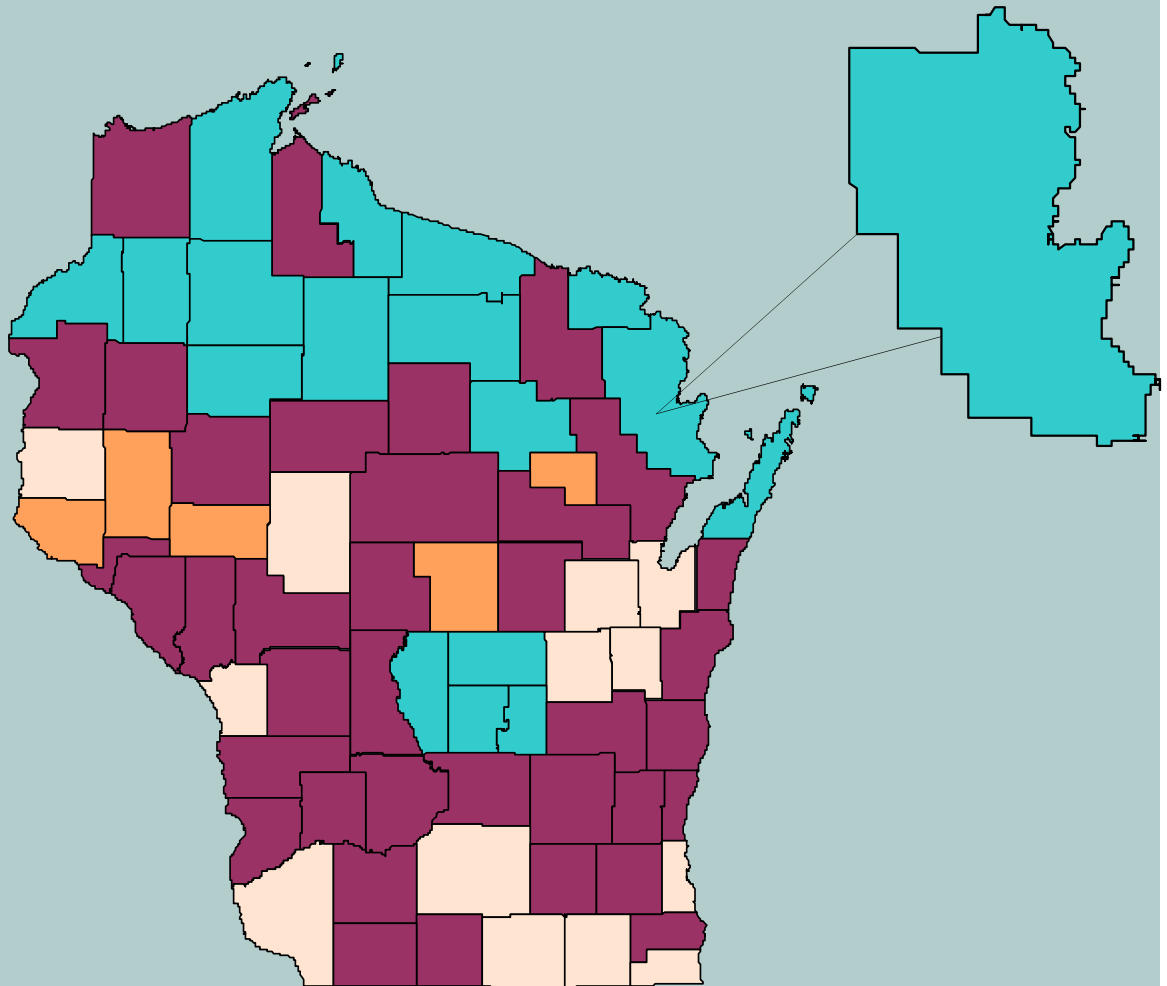


# Marinette County Workforce Profile

Your complete  
guide to the  
state of the  
labor force of  
today and a  
glimpse into  
the economy of  
tomorrow.

Median Age by County, 2000





## County Population

Since the 2000 Census the population increased in Marinette County 0.5 of a percent for a total population growth of 205. The county did not keep pace with the growth rate of either the state or nation during this period. This is similar to the last decade when population in Marinette County also grew at slower rate than the State of Wisconsin and the U.S. During that time, the State increased in population by 9.65 percent compared to 7.0 percent for the County and a total increase of 2,836 during the decade.

As the growth rate for the County was the less than the state during the decade indicates differences between the county and state. One of these differences is the source of population growth. All of the county's growth has come from people moving to the county. This is combined with a large portion of the current population in the county who are past the prime age of starting a family. This limits growth to largely to in-migration as the number of deaths in the county surpassed the number of births recorded during the last decade. This leaves an older population for the county, and has an impact on the area's labor force and services needed by the population.

During the last ten years the population has had a decline of 429 in population based natural increase. This is a measurement of births minus deaths. This was offset with an increase of population due to in-migration of 3,265 for a net increase of 2,836. Many of the individuals moving to the area are at or near retirement age, so rather than adding to potential workers in the area, they may be needing for additional services.

Seven of the County's ten largest municipalities had an increase in their population over the last year, while three had a decline. The actual change in their populations was quite minimal. The largest change was in the Town of Dunbar, which had a decrease of 28 residents. A change in population does not always indicate that people have moved. In some cases, populations changes may be due to changes in municipal boundaries.

The U. S. Bureau of Labor Force Statistics defines the labor force aged population as the sum of all employed and unemployed persons who are 16 years old and older. (People who are not working includes people who are unemployed and people who

*(Continued on page 2)*

### Total Population

	2000 Census	January 1, 2001 Estimate	Percent change
United States	281,421,906	283,474,000	0.7%
Wisconsin	5,363,675	5,400,449	0.7%
Marinette County	43,384	43,589	0.5%

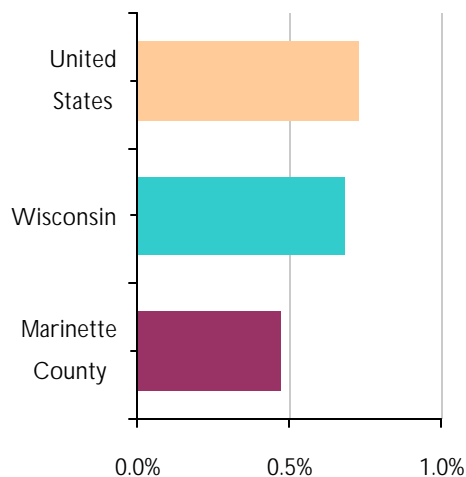
### Ten Largest Municipalities

Marinette, City	11,749	11,740	-0.1%
Peshtigo, Town	3,702	3,729	0.7%
Peshtigo, City	3,474	3,500	0.7%
Stephenson, Town	3,065	3,073	0.3%
Porterfield, Town	1,991	2,015	1.2%
Niagara, City	1,880	1,884	0.2%
Grover, Town	1,729	1,751	1.3%
Pound, Town	1,367	1,373	0.4%
Dunbar, Town	1,303	1,275	-2.1%
Wausaukee, Town	1,196	1,195	-0.1%

\* Marinette portion only

Source: Wisconsin Department of Administration, Demographic Services, 2002

### Population Growth 2000-2001



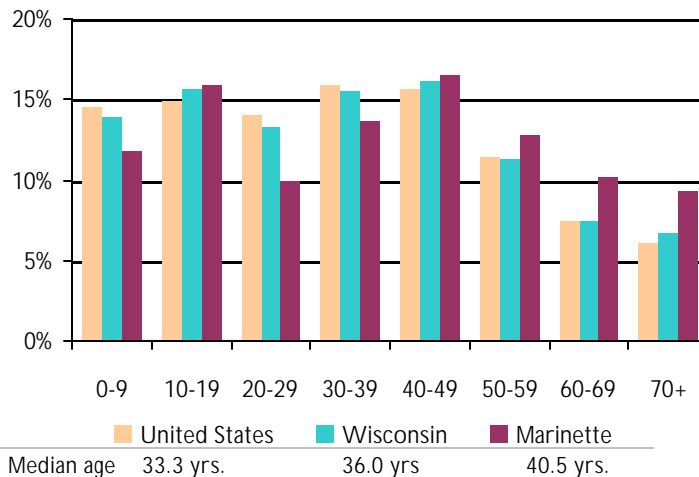


are not in the labor force. Examples of people who are not working, but who are not considered as unemployed are retirees or people who choose not to work.)

The Marinette County population by age groups reflects the birth rates of the last decade with just over 10% of its population under age 10. This is well below both the state and national levels. Of interest is the 10 to 19 bracket. At this juncture the county has a higher percentage of this age population than either the state or nation. This can provide new workers for retirees. The brackets starting with age 40 is where Marinette seems to have the highest concentration of its population in comparison to the state and nation. The data shows that 48.7 percent of the population in the county is age 40 and above. This is reflected in the median age of the County at 40.5 years. This is 6.7 years more than the national average and 4.5 years more than the State.

Currently the largest segment of the population that is labor force age is at or over 65 years of age. This makes up 22 percent of that population. While this has an impact on the services the county

2000 Age Group Comparison

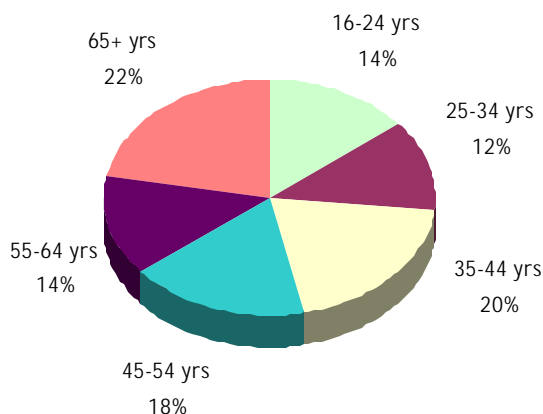


Source: US Department of Commerce, Census Bureau, *Census 2000*

will need to look at, it also provides a resource of experience that the County may be able to tap into. This population has many skills and can better afford to look at part time opportunities than younger workers raising a family. The youngest sector, the 16 to 24 year olds, is one of the smallest, segments. There is also the possibility that some of this population may leave the area after completing school providing a barrier for economic growth with a declining labor force.

## County Civilian Labor Force

Marinette County Labor Force Age Groups



Source: US Dept. of Commerce, Census Bureau, *Census 2000*

As the labor force is a subset of the county's population, it includes only residents age 16 and older that are working or looking for work. The size and make-up of the labor force in the county is quite dynamic, fluctuating with the seasons and economy.

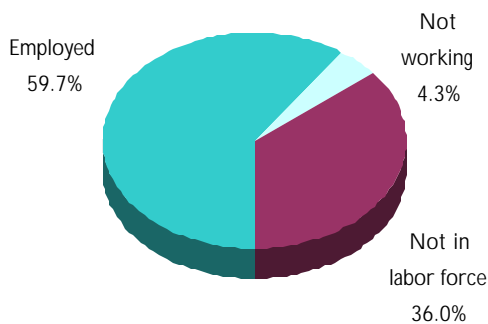
During 2001, the average size of the labor force in the County was 21,800. However, the availability of workers changed during each month of the year. Normally the winter months of January, February experience the lowest number of workers in the labor force. This coincides with the number of jobs available during these months. The converse of this is June, July and August when tourism, food production and construction are at their peak boosting employment to its highest level, and the labor force

(Continued on page 3)



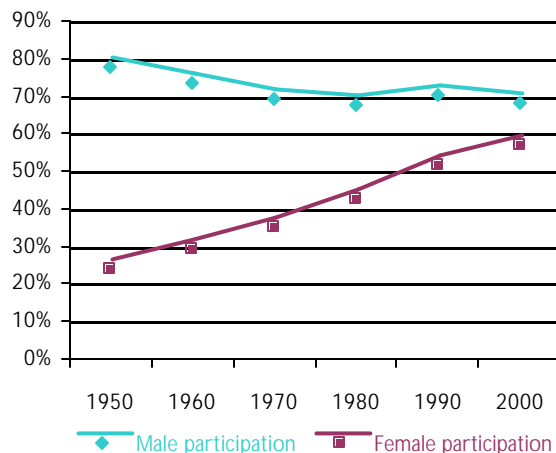
## State of Wisconsin - Marinette County

### 2001 Labor Force Participation



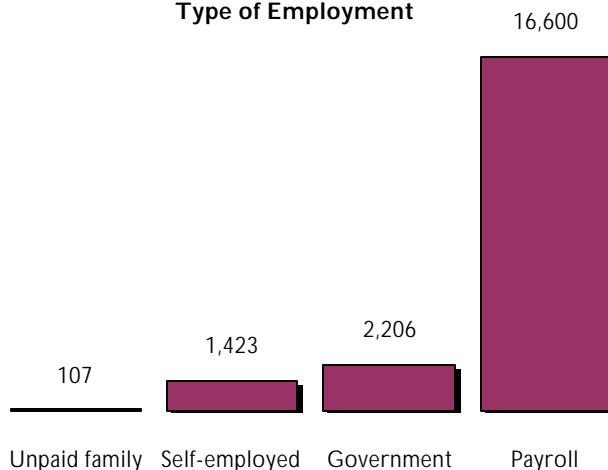
Source: Estimated from WI Dept. of Administration population estimates, Jan. 2001, US Census Bureau, and WI Local Area Unemployment Statistics.

### Labor Force Participation of Male and Female Residents



Source: US Dept. of Commerce, Census Bureau, *Census 2000*

### Type of Employment



Source: US Dept. of Commerce, Census Bureau, *Census 2000*

expands to meet this need.

During the last five years, the unemployment rate in Marinette County has reflected state and national trends, but at a slightly higher rate. The rate had basically declined between 1996 and 1999. The rise in the rate during 1998 coincides with an increase in the county's labor force that year. Starting in 2000, the rate increased quite markedly. This matches the state's pattern, but seemed to precede the nationwide recession slightly. There were some signs of slowing of the state and county's economy during the latter half of 2000. In the five year time period, the average unemployment rate for Marinette has been above the national level. During the last five years unemployment has been affected by changes in the paper industry and forced more diversification in employment in the area.

The term used to describe the relationship between the labor force and population is the participation rate. Marinette County has a lower participation rate than the State of Wisconsin and the United States. The participation rate for Marinette County's labor force was 64.0 percent. The United State's participation rate is 66.9 percent, while the state's rate is 73.5 percent. Participation rates are affected by changes in the economic conditions, as well changes in the demographic conditions of an area such as age and gender of the population.

During the last fifty years, the participation of females in the labor force has increased dramatically in both Marinette County and the United States. Each decade the percent of women that have been in the labor force has increased, while that for men has declined slightly. The decline of males in the labor force may be a result of the aging of the populations as well as individuals retiring earlier. In some cases this may be precipitated by plant closing or cut backs with offers of early retirement. Although participation by women in the labor force has not reached the same level as men, this is a real possibility in the next 10 to 15 years. A downside of the high participation rate of women, is the lack of reserve workers to draw upon when the economy improves and employers want to move to the area or expand.

(Continued on page 4)

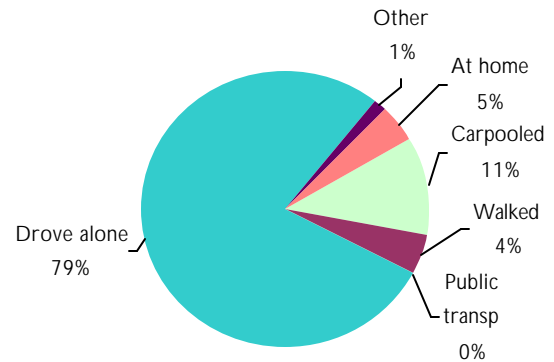


## State of Wisconsin - Marinette County

Marinette is like most areas in the nation, the majority of its working population is employed by a private business and are considered payroll employees. In Marinette, this makes up 81.6 percent of those employed. Another 10.8 percent of the workers are employed by a government unit. Government employment includes all services such as police, fire, social services, education and postal as provided by federal, state, county, city and village government units. A range of 10 to 15 percent of workers in government is a normal range for most areas, with the exception of places like Madison, where government employment is concentrated. The percent of self-employed workers in the county was 7.0 percent. This is just slightly higher than the state average of 6.1 percent.

It is always helpful to understand how workers get to work and where they come from. This can help in government in planning area infrastructure and employers in doing new recruitment. At the time of this writing, commuting patterns at the county level were not available. However, the method of how workers get to work was. The 1990 census indicated that nearly 1,000 more workers entered

**County Travel-to-Work Patterns**

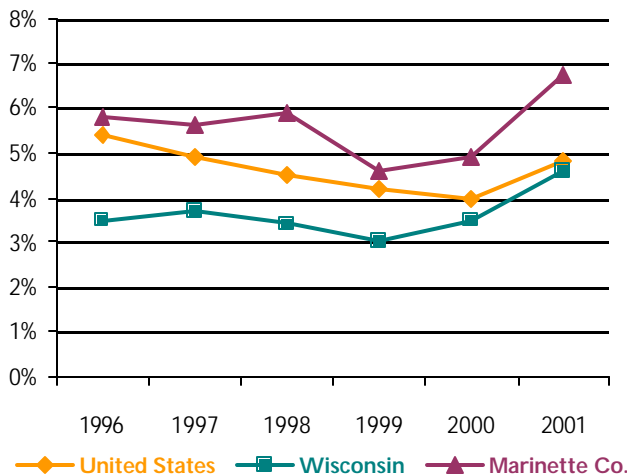


Source: US Dept. of Commerce, Census Bureau, *Census 2000*

Marinette County from neighboring counties on a daily basis for employment than left the county. This information when it is available will provide answers about the availability of workers in relation to employment expansion during the next decade.

Data on how residents get to work was recently released from the 2000 Census. The county has many similarities with most of Wisconsin. A high percentage of workers (79 percent) drive by themselves to work. Another eleven percent of the workers carpoolled on a regular basis. The number carpooling was just slightly higher than the state average of 9.9 percent carpooling. This may indicate that a large number of workers are driving a fairly long distance to work. Only 0.3 percent of workers took some form of public transportation. This is well below the state average of 2.0 percent primarily due to the lack of the availability of public transportation in the throughout the area.

**Unemployment Rate Comparison**



**Marinette County Civilian Labor Force Data**

	1996	1997	1998	1999	2000	2001
Labor Force	20,400	20,800	21,400	20,800	21,100	21,800
Employed	19,200	19,700	20,100	19,800	20,100	20,400
Unemployed	1,190	1,170	1,250	960	1,040	1,470
Unemployment Rate	5.8%	5.6%	5.9%	4.6%	4.9%	6.7%

Source: WI Department of Workforce Development, Local Area Unemployment Statistics, revised March 2002



## County Industry Employment

### Nonfarm Wage and Salary Employment

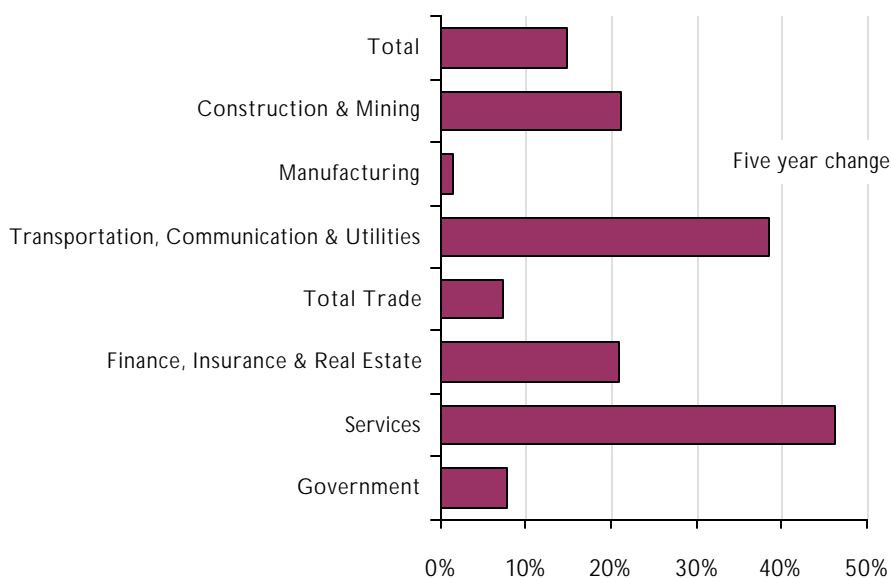
	1996	1997	1998	1999	2000	2001	Percent change	
							1 year	5 year
<b>Total</b>	17,536	18,250	19,083	19,666	20,029	20,144	0.6%	14.9%
<b>Goods Producing</b>	6,989	7,339	7,493	7,604	7,562	7,187	-5.0%	2.8%
Construction & Mining	459	505	603	615	604	557	-7.8%	21.4%
Manufacturing	6,530	6,834	6,890	6,988	6,958	6,630	-4.7%	1.5%
Durable	4,529	4,932	5,132	5,252	5,291	5,060	-4.4%	11.7%
Nondurable	2,002	1,903	1,757	1,737	1,666	1,571	-5.8%	-21.5%
<b>Service Producing</b>	10,547	10,911	11,590	12,062	12,467	12,956	3.9%	22.8%
Transportation, Communications & Utilities	682	747	813	824	869	944	8.7%	38.4%
Total Trade	3,806	3,880	4,037	4,049	4,113	4,086	-0.7%	7.4%
Wholesale	590	576	626	634	638	588	-7.8%	-0.4%
Retail	3,215	3,304	3,411	3,414	3,475	3,498	0.7%	8.8%
Finance, Insurance, and Real Estate	448	461	483	462	495	542	9.4%	21.0%
Services & Misc.	3,465	3,583	3,948	4,390	4,607	5,072	10.1%	46.4%
Total Government	2,146	2,240	2,310	2,337	2,383	2,313	-2.9%	7.8%

Source: WI Department of Workforce Development, Nonfarm wage and salary estimates, revised March 2002

Nonfarm wage and salary employment measures the number of jobs within a county excluding agricultural, military, and self-employed workers. This data measures the number of jobs within the county without consideration of where the job-holder lives or if the job holder has multiple jobs. This information is often referred to as "place of work" data and

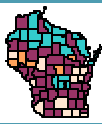
may be called payroll employment. The 1990 census indicated that Marinette had a large percentage of residents commuting from neighboring counties to work in Marinette County. This pattern may have changed in the last several years as the difference between the number of jobs, and the number in the labor force is greater than those estimated to be unemployed by approximately 300. Changes in commuting may be related to the loss of jobs experienced in the paper industry in Marinette.

### Employment Change by Industry Division: 1996 to 2001



Source: WI DWD, Nonfarm wage and salary estimates, revised March 2002

In the last five years, the services and miscellaneous industry had the fastest growth rate of all the industry sectors. Manufacturing increased by 1.5 percent due to growth in the durable goods sector. Nondurable goods has continued to decline, primarily from changes in the paper industry. Although these changes have been felt locally, they have occurred globally in the paper industry. During the last year both durable and nondurable goods production have suffered losses due largely to weakness in the nation's economy.



## State of Wisconsin - Marinette County

### Top 10 Employers - 2001

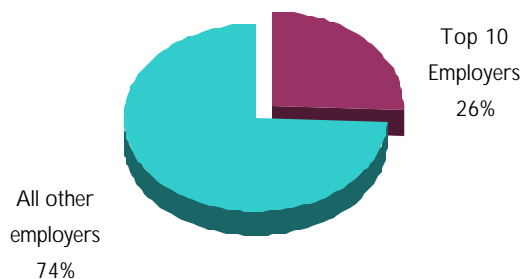
Company	Product or Service	Size
Marinette Marine Corp.	Ship Building	500-999
Waupaca Foundry Inc.	Gray Iron Foundry	500-999
Karl Schmidt Unisia Inc.	Carburetors, Pistons, Rings, & Valves	500-999
Bay Area Medical Center Inc.	Health Care Services	500-999
Ansul Inc.	Fire Protection	500-999
Marinette Public School	Public Education	250-499
Stora Enso North America Corp.	Paper Products (Formerly Consolidate Papers)	250-499
County of Marinette	County Government	250-499
Northland Mission Inc.	Education	250-499
Aerial Co. Inc.		0 250-499

### Top 10 Industry Groups

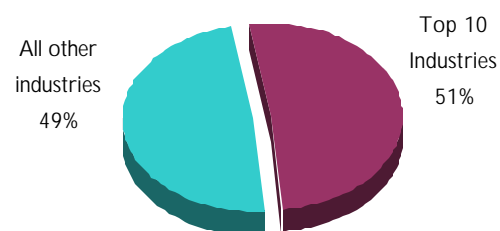
Industry Group	March 2001		Numeric change	
	Employers	Employees	1-year	5-year
Health Services	58	2,000	47	308
Educational Services	12	1,456	0	111
Eating and Drinking Places	98	1,213	-15	110
Industrial Machinery and Equipment	22	1,138	-151	6
Paper and Allied Products	3	908	-60	-558
Primary Metal Industries	*	*	*	*
Transportation Equipment	*	*	*	*
Lumber and Wood Products	30	688	-21	61
Executive, Legislative, and General	27	644	-5	60
Miscellaneous Manufacturing Industries	*	*	*	*

\*data suppressed to maintain confidentiality

**Top 10 Employers' Share of  
Nonfarm Employment 2001**



**Top 10 Industry Group Share  
of Nonfarm Employment**



Source: WI Department of Workforce Development, ES-202 file tape, December 2001

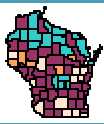
There were 1,200 employers in Marinette County during 2001. This included nearly 100 government units. The ten largest employers in the county provided over one fourth of the jobs in the county but account for less than one percent of the employers.

Changes in the fortunes of these companies has a large impact on the on-going economy and well being of the county. The make up of the county's

largest employers is quite homogeneous. This has advantages when it comes to training and recruiting a workforce, but also disadvantages. During times of labor shortages, these employers will be competing for workers with similar knowledge and skills. Also during times of economic declines, a larger portion of the work force is impacted through layoffs. Six of the employers were in the manufactur-

(Continued on page 7)





## State of Wisconsin - Marinette County

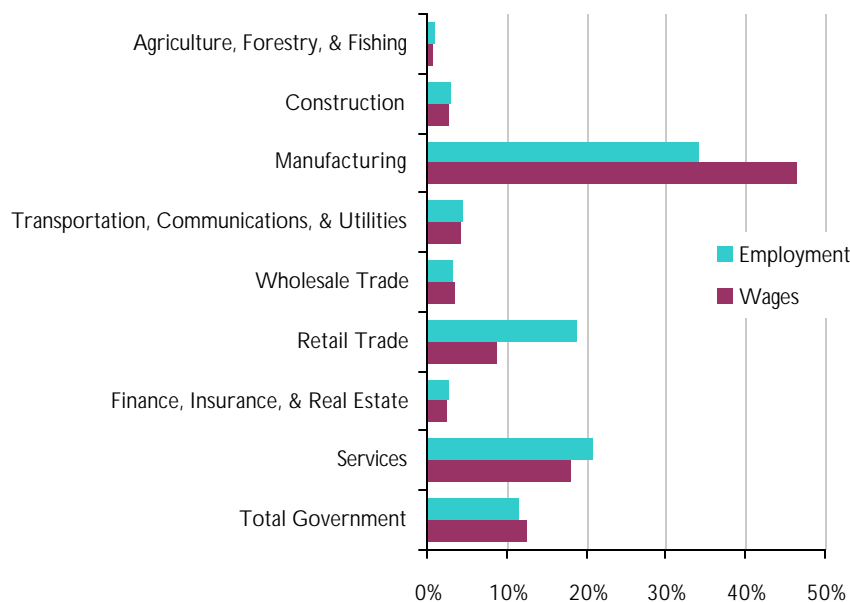
ing sector which has experienced lay offs over the last several years. The largest employer is Marinette Marine with over 500 workers.

Included in this list are two government units. One is the Marinette School District and the other is Marinette County. It is quite typical to have county government and schools on the list of top ten employers in most counties.

Moving out a bit further, industry groups include all

of the employers that produce or provide a like service into one group. Industries are divided into over 80 different industry groups. This provides a slightly larger look at the area's economy and in some ways tell what an area is about based on business. The ten largest industries in Marinette provide 51 percent of the jobs in the county. Health services is the largest industry sector with 2,000 workers. In this sector alone, approximately one out of ten workers are employed. It includes businesses such as extended care facilities, nursing home, hospitals, clinics and other health related establishments.

**Employment & Wage Distribution by Industry Division**



The average annual wages in Marinette increased 2.0 percent during the last year. The increase is slightly lower than previous years, but may be due to changes in the number of hours worked by employees rather than lower wage increases, although that is also a possibility. The increase over the year was above the state average. However, wages in the county remain \$4,418 below the state average of \$30,922. This was 85.7 percent of the state. All the industry sectors were below the statewide average. It should be noted that these are average annual wages and therefore do not necessarily represent differences in hourly pay.

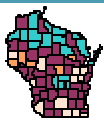
**Annual Average Wage By Industry Division**

	Marinette Co. Annual Average Wage	Wisconsin Annual Average Wage	Percent of State Average	1-year percent change	5-year percent change
All Industries*	\$ 26,504	\$ 30,922	85.7%	2.0%	11.4%
Agriculture, Forestry, & Fishing	\$ 19,446	\$ 22,565	86.2%	5.7%	29.8%
Construction	\$ 24,584	\$ 39,011	63.0%	2.5%	12.9%
Manufacturing	\$ 35,996	\$ 39,739	90.6%	1.6%	9.1%
Transportation, Communications, & Utilities	\$ 24,844	\$ 36,639	67.8%	3.8%	3.2%
Wholesale Trade	\$ 29,228	\$ 40,521	72.1%	5.3%	16.0%
Retail Trade	\$ 12,388	\$ 14,596	84.9%	0.7%	19.5%
Finance, Insurance, & Real estate	\$ 24,147	\$ 40,933	59.0%	5.3%	30.2%
Services	\$ 23,188	\$ 28,775	80.6%	12.2%	28.7%
Total Government	\$ 28,776	\$ 33,785	85.2%	-1.3%	10.9%

\* Mining excluded from table since wages were suppressed to maintain confidentiality in every county

Source: WI DWD, *Employment, Wages, and Taxes Due covered by Wisconsin's U.C. Law, 2002*





## Occupation and Education Characteristics of County Population

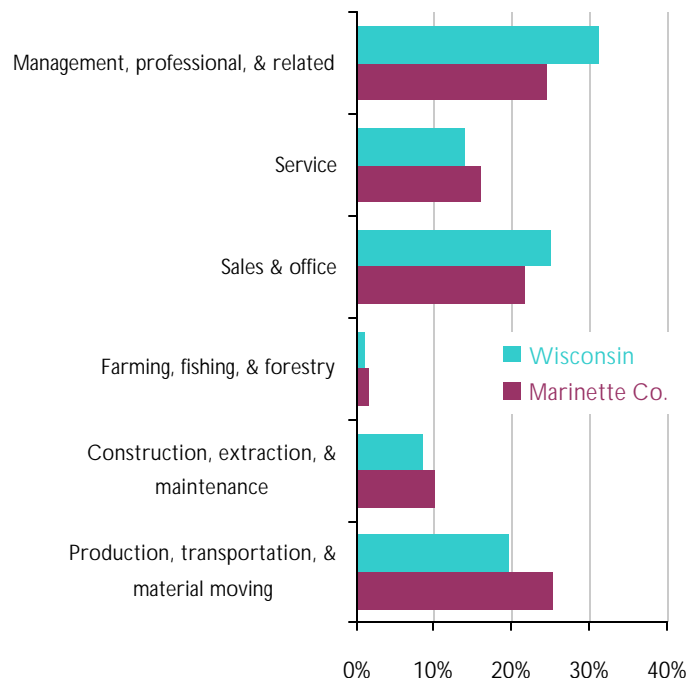
Two additional factors that are vital to the composition of Marinette County's workforce are the occupational distribution of the labor force and the educational attainment of the county's population. The occupational distribution, which consists of information collected from Census 2000 is illustrated in the chart to the right.

A number of interesting points can be made about this distribution. First, despite significant declines in manufacturing, a relatively larger percentage of the population is employed in production, transportation and material moving occupations than the state. This suggests that continued declines in the industries with these occupations has and will continue to have an impact on the county's economy.

A smaller percentage of workers in the county are employed in management and professional occupations, as well as workers in sales and office positions than the state. The is a result of differences in the local economy. Nearly one third of the jobs in the county are in manufacturing compared to the state average of approximately 20%. The larger share of workers in construction points to a high demand for construction, particularly in residential construction in the county.

Shifting from occupations to educational attainment, the distribution of the population aged 25 and over

Employment by Occupation Group: 2000

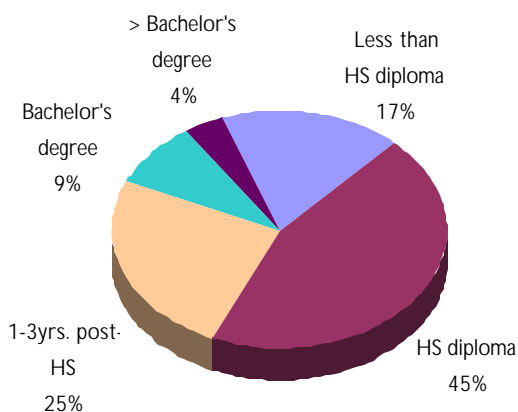


US Department of Commerce, Census 2000

by highest level attained. Given the importance of manufacturing and other traditional industries in Marinette County, the large share of the population possessing a high school diploma is not surprising and is beneficial to local businesses.

The small share of workers with an advanced degree supports the dominance of industries such as manufacturing and trade. One additional point needs to be made at this juncture. A large percentage of the Marinette County population (25%) reported completing between one and three years of postsecondary education. This includes six percent of the population that has an associate degree. However, the census does not define if this is from a technical college. The presence of a strong technical college system and emphasis on traditional industries suggests that a large portion of this group may have vocational certificates as well as associate degrees from the technical college.

Education Attainment in 2000



Source: US Dept. of Commerce, Census Bureau, *Census 2000*



## County Income Information

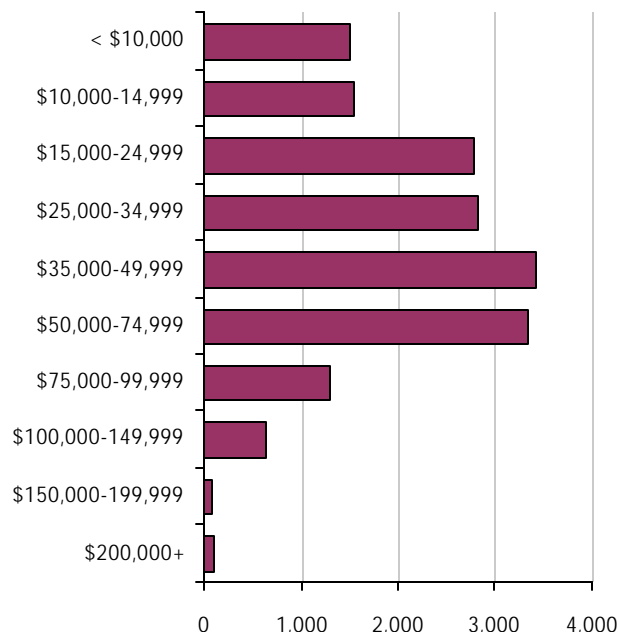
A final, yet vitally important factor to consider when examining the Marinette County workforce is the income level of the population. This is measured by a variety of means. The first, calculation is that of median household income. The distribution to the right represents the distribution of household income in the county as reported in Census 2000. The median represents the point where one half the households earn more and the remaining earn less. Differences in median household income between counties and states are affected by the number of individuals in the average household and the number of wage earners in the household.

In 2000, the median household income in the county was \$35,256. This is significantly lower than the state average of \$43,286. A logical explanation for this disparity harkens back to the discussion of average annual wages in the county and the labor force participation rate, which are significantly lower than the state average.

Another indication of income in the county is per capita personal income (PCPI), which includes sources of income other than salary and wages. In 2000, the PCPI of Marinette County was \$21,923, which is lower than both the state and nation. In Marinette County, the sources of income are lower in the net earnings portion where the primary source is wages. The percent of income coming

### Households by Income Range

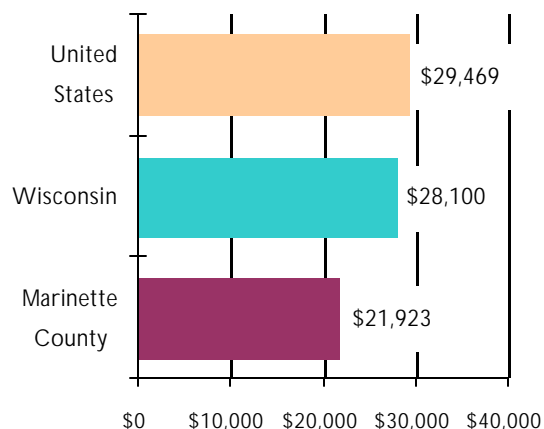
Median household income in Marinette Co. \$35,256



Source: US Dept. of Commerce, Census Bureau, *Census 2000*

from the dividends, interest, and rent portion of income is comparable, however rental income may be less in Marinette than the state and nation. The percent of PCPI that comes from transfer payments (which includes social security payments) is higher than both the state and nation. This is consistent with the age of county residents

### Per Capita Personal Income 2000



Source: US Department of Commerce, Bureau of Economic Analysis

### Components of Total Personal Income: 2000

